



MINUTEMAN INFORMER



APRIL - JUNE 2001

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HUMAN RESOURCE OFFICE

Director	COL Kenneth D. Hislop	562-0852
Admin Spt Asst		562-0851
Labor Relations Officer	WO2 Mickey McGuire	562-0857
State EEO Manager	MAJ Evelyn Torres	562-0856
EEO Specialist	MSgt Kathy McCready	562-0854
MSS Manager	LTC John Curl	562-0882
Classification Specialist	CPT Bruce Protesto	562-0873
Classification Assistant	SSgt Diane Hess	562-0870
Staffing Specialist	WO1 Michele Thomas	562-0872
AGR Staffing Specialist	Sharon Marrazzo	562-0860
Staffing Assistant	Colleen Joseph	562-0871
Personnel Staffing Tech	SSgt Richard Thomas	562-0889
Personnel Mgt Specialist	SSG Joyce Locklear	562-0878
Personnel Mgt Specialist	Lorraine Hannibal - Jamison	562-0877
Personnel Services Mgr	LTC Mark Tucci	562-0853
Employee Develop Spec	2LT Devon Hanson	562-0874
Senior Personnel NCO	MSG Daniel Balderose	562-0863
Employee Relations Spec	SMSgt Kathy Christian	562-0881
Personnel Technician	SPC Vanessa L. Platt	562-0861
Personnel Assistant	Judith D'Errico	562-0865
Personnel Assistant	Genie Wilson	562-0864
Personnel Assistant	OC Janet Francis	562-0867
Personnel Clerk	PFC Elizabeth Obuobisa	562-0866
Personnel Clerk	SGT Michael Cantwell III	562-0887
Health System Spec	MSgt Anthony DeLuccio	562-0858

Standard Day Off CY2001

January 8	April 2	July 9	October 1
January 22	April 16	July 23	October 15
	April 30		October 29
February 5	May 14	August 6	November 13
February 20	May 29	August 20	November 26
March 5	June 11	September 4	December 10
March 19	June 25	September 17	December 24

2001 FEDERAL HOLIDAYS

DATE	HOLIDAY
28 MAY 01	MEMORIAL DAY
04 JUL 01	INDEPENDENCE DAY
03 SEP 01	LABOR DAY
08 OCT 01	COLUMBUS DAY
12 NOV 01	VETERAN'S DAY
22 NOV 01	THANKSGIVING DAY
25 DEC 01	CHRISTMAS DAY

EQUAL EMPLOYMENT OPPORTUNITY EVENTS

MAJ Evelyn Torres, 562-0856

Equal Opportunity special/ethnic observances are conducted to enhance cross-cultural awareness among all soldiers, civilian employees and their families. These observances recognize the achievements and contributions made by members of specific racial, ethnic, or gender groups in our society. The observances should also promote understanding, teamwork, harmony, pride and esprit among all groups, not just within the specific group being honored.





**Come and Join Us
For**

The Third Annual Unity Day Event

**Thursday, 10 May 2001
Drill Floor, Building 3650, Fort Dix**

"RACING TOGETHER OVER THE RAINBOW"

Our Unity Day celebration provides the opportunity to bring everyone together to celebrate the diverse background population of our organization. Learning from one another and discovering together a way to work as a team with respect and harmony and putting our knowledge and skills together for the betterment of this organization and its personnel.

BUT.....

To make this event a success, we **NEED YOUR HELP!!!!!!!!!!!!**

WHAT IS YOUR HERITAGE???? WHAT IS YOUR CULTURAL BACKGROUND????

Come and share it with us..... Set up a display and show everyone.....

This year's celebration will start with a 3-Mile Fun Walk/Run at 0830. T-shirts will be given to the first 50 people to sign up. Then at 1000 hours the doors will open and you can sample different foods and see displays, FREE of charge, from such cultures as Hispanic, African American, Irish, Scandinavian just to name a few. TAG Certificates will be presented to individuals for their efforts in Diversity.

If you would like to participate and set up a display for a particular culture, please contact Committee Chairperson, Dot Counts, 530-6997 or EEO Specialist, MSG Kathey McCready, 562-0854.



CELEBRATING ASIAN PACIFIC AMERICAN HERITAGE MONTH IN MAY

Every May, there are scores of events held by federal agencies, community groups, civic groups, students and others to celebrate Asian Pacific American (APA) Heritage Month. In order to understand the significance of Asian Pacific American Heritage Month, it is important to understand the evolution and convergence of many diverse groups that comprise the APA community.

Asian Pacific American is a political appellation that encompasses many ethnic groups with diverse backgrounds, histories, languages and cultures. By definition, the term Asian Pacific American attempts to give expression to cultural, linguistic, and ethnic diversity while recognizing common historical experiences in American history. Asian Pacific American Heritage Month celebrates the collective accomplishments of these heterogeneous communities.

ASIAN PACIFIC AMERICAN HERITAGE MONTH CHRONOLOGY

June 1977 Representative Frank Horton (R-NY) and Norman Y. Mineta (D-CA) introduced Pacific/Asian Heritage Week (House Resolution 540) in the House of Representatives, which called upon the President to proclaim the first ten days of May as Pacific/Asian Heritage Week.

July 19, 1977 Senators Daniel Inouye and Spark Matsunaga introduced SJ Res 72 in the Senate, similar to legislation introduced by Frank Horton and Norman Mineta in the House.

July 10, 1978 House Representatives passed legislation to proclaim an Asian/Pacific American Heritage Week in May. The proclamation had to be obtained yearly because the final Joint Resolution did not contain an annual designation.

Oct. 5, 1978 President Jimmy Carter signed the Joint Resolution

May 7, 1990 Asian Pacific American leaders around the country gathered at the White House to witness the signing of a proclamation by George Bush, declaring May to be Asian Pacific American Heritage Month

May 6, 1991 President Bush signed a proclamation designating May 1991 and May 1992 as "Asian Pacific American Heritage Month"

Oct. 23, 1992 President Bush signed legislation into law to designate May of each year as "Asian Pacific American Heritage Month". The law (HR 5572) introduced by Rep. Frank Horton (R-NY) and Norman Mineta (D-CA) was approved unanimously by the House of Representatives and the Senate during the 102nd Congress.

A BRIEF LOOK AT ASIAN PACIFIC AMERICAN IMMIGRATION

I. Essential Labor to Industrialize America

From 1850 to World War II, Asians immigrating to the United States were largely subject to the labor needs of a rapidly industrializing nation and to the struggle between labor and industry. In the late 19th century, Asian immigrants came to the United States to support the growing agricultural and railway industries. Chinese workers constructed the western half of the first transcontinental railroad deemed critical to linking the emerging U.S. markets and providing a gateway to the Pacific. In the late 19th and early 20th century, the Chinese were followed by the Japanese and the Filipinos and, in smaller numbers, by Koreans and Asian Indians.

In response to the chronic labor shortage in the agricultural industry in the West Coast, Japanese and Filipino laborers were hired to work on farms, mostly in California. Asians provided agricultural labor not only to the West Coast but also Hawaii. Hawaii agriculture was largely dependent on Chinese, Japanese and Filipino farm workers because the native Hawaiians proved to be an inadequate labor force for the plantation owners.

II. Discriminatory Laws and the "Yellow Peril"

As the numbers of Asian immigrants increased and they made the transition to small businesses or to tenant farming, tensions mounted and public opinion turned against them. Chinese were portrayed as the "yellow peril" and Asians were labeled as "foreigners" or "aliens". It was in this period that the worst racist laws were enacted to place restrictions on land ownership, citizenship, occupations and most importantly, immigration.

- In 1790, a law was passed allowing only white persons to become citizens. Even after the law was changed to include African Americans, similar legislation to include APAs was rejected. The Supreme Court even upheld the laws making Asians ineligible for citizenship. It was not until 1952 with the passage of the McCarran-Walter Act when naturalization eligibility was extended to all races that the last of these laws were repealed.
- The Chinese Exclusion Act of 1882 was one of the worst examples of racist immigration legislation. Chinese were specifically excluded by federal law from immigrating to the United States. This resulted in many Chinese families being separated for decades until the laws were repealed.
- In 1907, anti-Asian sentiment led to the Gentlemen's Agreement limiting Japanese immigration. The Immigration Act of 1917 banned immigration from almost all the countries in the Asia-Pacific Triangle except for the Philippines and Japan. The Immigration Act of 1924 further restricted immigration by banning immigration of persons ineligible for citizenship.
- Eighteen years later in 1942, one of the most tragic events in American history occurred. On February 19, 1942, President Franklin D. Roosevelt signed Executive Order 9066, which led to the incarceration of over 120,000 Japanese Americans during World War II. Shortly thereafter, all American citizens of Japanese descent were prohibited from living, working or traveling on the West Coast of the United States with no evidence to support the massive denial of constitutional rights and liberties.

EQUAL EMPLOYMENT OPPORTUNITY EVENTS (con't)

Between the 1940s and the 1960s when immigration was severely restricted, the APA population was largely U.S. born APAs.

It was not until 1965 with the passage of the Immigration and Naturalization Act that Congress eliminated the final vestiges of these unfair immigration laws. Since then there has been a dramatic growth in the Asian Pacific American population. The second wave of Asian immigration produced by this relaxing of restrictive immigration laws was heavily Chinese, Filipino, South Asian and Southeast Asian. Only the Japanese American population, which was the largest group in 1970, did not grow substantially during the past two decades as a result of laws on immigration.

To atone for the severe injustice to the Japanese Americans, who were interned during World War II, the Civil Liberties Act of 1988 was passed by Congress and signed by President Ronald Reagan on August 10, 1988. The Act established the Office of Redress Administration and the Civil Liberties Public Education Fund. The Office of Redress Administration was charged with identifying all potential recipients deemed eligible for redress so each could receive a payment of \$20,000 and a letter of apology from the President of the United States. The Civil Liberties Education Fund was established in 1996 to sponsor research and public educational activities so that the events surrounding the Japanese internment will be remembered and its causes may be better understood.

III. Immigration Trends and Political Empowerment

Post-1965 immigration also saw a different wave of immigration from Asia. Unlike the majority of Asians that came before them, the next wave of immigrants were skilled and were admitted based on their potential economic contributions to this nation. Many entered the U.S. under occupational preferences resulting in a high percentage of college educated immigrants which along with the highly-educated second generation APAs have formed the backbone of the significant APA middle class.

From 1960 to 1990, the U.S. APA population grew from about 1 million to over 7 million, making it the fastest growing segment of the country. According to the Census Bureau there were 9.76 million APAs living in the United States as of July 1, 1995.

APAs now make up 3.7% of the nation's population. According to the Census predictions, by the year 2050, one out of 10 Americans will trace their heritage to Asian or Pacific Island roots.

Recently, APAs are taking significant steps on the road to political empowerment. Previously invisible and untapped by political parties, the APA population is becoming a potent political force capable of swinging the vote in key electoral states and congressional districts.

APAs are concentrated in five states which carry large electoral votes - California, Hawaii, Texas, Illinois, and New York. There are also at least 65 Congressional districts where APAs represent 5% or more of the constituency. With Congressional races often won or lost by less than 5%, APAs can make a tremendous difference when they exercise their right to vote.

EQUAL EMPLOYMENT OPPORTUNITY EVENTS (con't)

Some interesting Asian American facts...

1. The word "ketchup" originates from the Malay word "koetsiap" which means seafood sauce.
 2. The smallest adult fish, about one inch in length, called "lubo-lubo" is commonly found in the Visayan Islands in the Philippines.
 3. The games Chutes and Ladders and Parcheesi originated in India.
 4. The word "shampoo" originates from the Hindi word "capo" meaning to "press or massage."
 5. The kiwi fruit is native to south central China.
 6. The Taj Mahal mausoleum was built by the Mugal emperor Shah Jahn as a tribute to his wife, who died giving childbirth. It took over 20,000 people daily and 22 years to complete the complex.
 7. There are over 60 million people in the world with the surname Chang (or in China spelled Zhang).
 8. One of the deepest sites in the ocean is the "Philippine Deep" located in Mindanao which is in the Southern Philippines.
 9. Many of the first vineyards and wine cellars in California's Napa Valley were constructed by Chinese workers.
 10. Dalip. S. Saund, a Punjabi Sikh, was the first Asian American elected to the U.S. House of Representatives.
 11. Anti-miscegenation laws were not abolished in all 50 states until 1967.
 12. The Florida orange hardy enough to withstand winter freezes and summer rainstorms was developed by Chinese American horticulturist, Lue Gim Gong.
 13. The yo-yo originated from the Philippines where it was first used as a weapon during battle.
 14. Around 2500 BC, the practice of yoga was developed by the Indian scholar Pantanjali as a pathway for fulfillment and personal development.
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EMPLOYEE RELATIONS

SMSGT Kathy Christian, 562-0881

Useful web sites for information relative to employee benefits: www.opm.gov, www.tsp.gov, and www.fedweek.com. The employee relation's section is always available to assist with any questions relative to your federal benefits.

Thrift Saving Plan

TSP - Open season May 15 – Jul 31 2001. All TSP participants will be able to invest in two new funds: the Small Capitalization Stock Index Investment (S) Fund and the International Stock Index Investment (I) Fund. You will be able to change the way your payroll contributions **are invested in all five TSP funds at any time**, instead of only during a TSP open season starting May 15.

It is recommended that everyone obtain a TSP pin number. The pin number is needed when using the thriftline or tsp.gov. You may apply for a new pin by calling the thriftline or on the web. The HRO will only have the capability **to start or change your contributions (increase or decrease your contribution percentage of your basic pay or dollar amount) or stop contributions**. All other changes will be made by the individual. **APPLY FOR THOSE PIN NUMBERS!**

NOTE: The TSP –1 has been revised. TSP-1 dated (5/2001) will be used previous editions are obsolete. Contact HRO, or your Air remotes for a copy.

To start or change your contributions, submit the TSP-1 within **sixty days** of your Federal appointment or during a TSP open seasoning. **To stop your contributions**, submit a TSP-1 at any time. If you stop contributing during a TSP open season, you will not be able to start again until the next TSP open season. If you stop contributing outside an open season, you will not be able to start again until the **second open season** after your stopped contributing.

Important note for New TSP participants: **All contributions to your account will be invested in the Government Securities Investment (G) Fund until you direct the TSP record keeper to allocate your contributions differently.**

To allocate your contributions among the five investment funds, use the TSP Web site www.tsp.gov, call the Thriftline at (504) 255-8777, or submit Form TSP-50, Investment Allocation, to the TSP record keeper at the address on the form. If you use the Web site or the Thriftline, you will need your social security number and your TSP personal identification pin (PIN). If you are a new employee, you will receive your PIN in the mail when your new account has been established.

Workers Can Save More As Thrift-Plan Cap Lifts – Federal employees will be able to save more money for retirement under a five-year plan approved by Congress. Beginning with the next open season in May 01 employees may elect to contribute an additional 1% of their salary. FERS employees will be able to contribute up to 11 percent of their income, while CSRS employees will be able to contribute up to 6 percent. From then on, the caps will increase one percentage point during open season through 2005. In 2006, the caps will be eliminated. When the law takes full effect in 2006, employees will be able to contribute into the federal retirement plan the maximum allowed under IRS rules. The IRS cap currently is \$10,500 annually.



THRIFT SAVINGS PLAN FACT SHEET

C, F, and G Fund Monthly Returns

March 9, 2001

Months	C Fund	S&P 500 Stock Index	F Fund	Lehman Brothers U.S. Aggregate Bond Index	G Fund
1996 (Jan. - Dec.)	22.85%	22.96%	3.66%	3.63%	6.76%
1997 (Jan. - Dec.)	33.17%	33.36%	9.60%	9.65%	6.77%
1998 (Jan. - Dec.)	28.44%	28.58%	8.70%	8.69%	5.74%
1999 (Jan. - Dec.)	20.95%	21.04%	(.85%)	(.82%)	5.99%
2000 (Jan. - Dec.)	(9.14%)	(9.10%)	11.67%	11.63%	6.42%
2000					
March	9.74%	9.78%	1.32%	1.32%	.55%
April	(2.98)	(3.01)	(.29)	(.29)	.52
May	(2.05)	(2.05)	(.03)	(.05)	.54
June	2.44	2.47	2.07	2.08	.53
July	(1.56)	(1.56)	.89	.91	.53
August	6.19	6.21	1.46	1.45	.52
September	(5.27)	(5.28)	.64	.63	.49
October	(.40)	(.42)	.66	.66	.51
November	(7.87)	(7.88)	1.65	1.64	.48
December	.50	.49	1.86	1.86	.48
2001					
January	3.55	3.55	1.65	1.63	.46
February	(9.12)	(9.12)	.87	.87	.42
Last 12 Months	(8.19%)	(8.20%)	13.51%	13.44%	6.20%

Percentages in () are negative.

The C Fund is invested in the Barclays Equity Index Fund, which tracks the S&P 500 stock index. The F Fund is invested in the Barclays U.S. Debt Index Fund, which tracks the Lehman Brothers U.S. Aggregate bond index. The G Fund is invested in special issues of U.S. Treasury securities.

The monthly C, F, and G Fund returns represent net earnings for the month, after deduction of accrued administrative expenses. The C and F Fund returns also reflect the deduction of trading costs and accrued investment management fees.

The C, F, and G Fund monthly returns are dollar-weighted; they reflect net earnings on the changing balances invested during the month. The C, F, and G Fund returns for the last twelve months assume, except for the crediting of earnings, unchanging balances (time-weighting) from month to month and assume earnings are compounded on a monthly basis.

The C and F Fund returns vary from the index returns because of C and F Fund expenses, changing balances in the C and F Funds, and differences in returns between the Barclays funds and the underlying indexes. The index returns are time-weighted; they assume constant dollar balances invested during each month and throughout the period.

Future performance of the three funds will vary and may be significantly different from the returns shown above. See the "Summary of the Thrift Savings Plan" for detailed information about the funds and their investment risks.

EMPLOYEE RELATIONS (con't)

Uniformed Services Participation in the Thrift Savings Plan

Uniformed service members will be able to sign up to participate in the TSP during a special 60-day enrollment period, known as an open season, beginning on 9 October 2001, and ending on December 8, 2001. Contributions to the TSP based on the sign-up will begin to be deducted from paychecks the first week of January 2002.

Members who do not enroll during the special open season will have two "open seasons" per year to enroll thereafter. (Open seasons are currently May 15 through July 31 and November 15 through January 31.)

New members of the Uniformed Services will have 60 days after joining the service to enroll in the TSP; thereafter, they may enroll during the semiannual open seasons.

You may contribute up to 7 percent of the basic pay you earn each month. You may also be able to contribute all or any whole percentage of any special or incentive pay (including reenlistment or other bonuses). However, the total amount you contribute each year cannot exceed the Internal Revenue Code's elective deferral limit for the year (for 2001, the limit is \$10,500; it is calculated each year and may be higher in 2002.) If you are a member of the Ready Reserve or National Guard and have a civilian TSP account, the total of all your contributions cannot exceed the Internal Revenue Code's elective deferral limit.

Military Leave Procedures

Public Law 106-554 changed the minimum charge for military leave from one day to one hour and also eliminated the charge of Military leave for non-duty time. The effective date of the change was the pay period beginning December 31, 2000.

Time and attendance will be recorded to reflect the actual number of hours of Military Leave taken during a given day. The number of hours in the tour must be accounted for by a combination of Military Leave, hours worked, or other leave taken. Recording military leave for non-work days; i.e., weekends or holidays, must cease immediately. Any charges for non-duty time made after December 31, 2000 are to be corrected.

Military Leave will continue to be charged in one day increments and the Leave and Earnings Statement (LES) will continue to reflect balances in days until the Defense Civilian Pay System (DCPS) can be modified.

Employees should consider the feasibility of maintaining manual records expressed in hours in order to have a pay period record of the actual balance in hours and to assure that possible erroneous charges to annual leave or leave without pay are corrected.

PERFORMANCE SYSTEM AND AWARDS

Judith D'errico, 562-0865

Technician Personnel Regulations (TPRs) and forms on the network server - Click on Network Neighborhood, then NJ34115-svr3, then HRO, enter folder TPRs or DMAVA Forms. You may view and print the following regulations and forms:

TPR 430, NJNG Performance Appraisal System
TPR 451, NJNG Incentive Awards Program
TPR 293, Technician Personnel Employee Performance File System
NJDMAVA Form 430, Performance Standards
NJDMAVA Form 430-1, Technician Performance Feedback
NJDMAVA Form 430-2, Performance Appraisal
NJDMAVA Form 32, Recommendation for Awards



WORKERS' COMPENSATION

Genie Wilson, 562-0864

IS AN EMPLOYING AGENCY REQUIRED TO CONTINUE PAY IN ALL CASES OF JOB RELATED, DISABLING TRAUMATIC INJURIES?

Unless the employing agency controverts the claim, the employee is entitled to continuation of pay (COP) for up to 45 calendar days of disability. The employing agency must continue the employee's pay unless the controversion is based on one of the reasons designated by the Department of Labor.

The employing agency **can** terminate COP if the employee does not provide the agency with medical evidence of a disabling traumatic injury within **10** workdays of claiming COP. The requirement can be waived if the supervisor is satisfied that the employee sustained a disabling traumatic injury. Retroactive reinstatement of COP is provided where evidence is received after the 10 days and supports disability.

The injured employee's physician has found the employee to be partially disabled and the employee refuses suitable work, or fails to respond to a job offer within five (5) workdays.

The regulations for COP are confusing, see your supervisor if you have any questions or call the undersigned.

Health Services Coordinator

MSgt Tony Deluccio, 562-0858

The new TRICARE Dental Program (TDP) changes have come online, and have seemed to cause quite a bit of confusion within the AGR community. The answers can be found in the new dental benefits booklet online. Just go to www.ucci.com, click on **TriCare Dental Program**, and there is a link to download the latest benefits booklet. There is a great question & answers link as well. If you are trying to locate a dentist in your area, it is also a good reference, and you can enroll online in the program too. If you require further assistance, please contact United Concordia directly at 1-800-866-8499. You can also contact MSgt DeLuccio at (609) 562-0858 or DSN 944-0858 at the HRO for assistance.

MANAGEMENT SYSTEMS AND SUPPORT

LTC John Curl, 562-0882

SPREADING THE WORD ABOUT VACANCY ANNOUNCEMENTS

In today's competitive hiring environment, managers, supervisors, and even our employees at all levels must be proactive in recruiting to fill full time vacancies. The New Jersey National Guard has a lack of qualified applicants for many full time specialties, primarily entry-level positions. Hiring the best-qualified candidates into the New Jersey National Guard Military Technician and Active Guard Reserve (AGR) positions is essential to our current and future readiness. The HRO is attempting to insure that maximum dissemination occurs for all Vacancy Announcements. We routinely post our VAs on the NJDMAVA Website at www.state.nj.us/military/vacancy where you can view and download Vacancy Announcements as well as the forms necessary to apply for the job. Vacancy Announcements are also distributed in hard copy to every ICRC, shop, and wing by the department print shop. Additionally, we are now emailing VAs to group addresses encompassing Army FTSS personnel, and Commanders and CSM down to Battalion/Squadron level, and Air Commanders and Supervisors down to squadron level. We ask that all FT support personnel help us to help you by insuring the following methods, at a minimum, are used to publicize our position vacancies.

- a. Ensure that requests for position fill specify opening dates that will span multiple Unit Training Assemblies (MUTA).
- b. Prominently and widely post vacancy announcements throughout your organization and facilities.
- c. Utilize commander's calls and other formations to inform members of the availability
- d. Utilize unit bulletins and/or newsletters to disseminate vacancies and application procedures. When appropriate, consider use of Post or Base newspapers or other publications.
- e. Know what it takes to successfully qualify for Technician and AGR positions, and how to show people who are potential FT recruits.
- f. Know who to go to for professional assistance in the application process, at your unit and at HRO.

The full time support force is the backbone of the New Jersey National Guard. It is essential that all FT support personnel actively assist in attracting the highest caliber of applicants to our work force. If you have any questions about Vacancy Announcements and position qualifications, call WO1 Michele Thomas at 609-562-0872.

PERSONNEL CLASSIFICATION SPECIALIST

CPT Bruce Protesto, 562-0873

DETERMINING THE NEED FOR AN EXCEPTION PD

Once in awhile, here at HRO, we run across a situation where a supervisor has a requirement for a position and he/she cannot find a standard position description that quite fits the bill. I am asked if I can write a PD just for us here in New Jersey. In short, I can.

The process of developing an Exception PD is normally very time consuming. We must develop all the information necessary to classify the position from scratch. The Exception PD then makes its way through the appropriate NGB Directorate where it must get approval by the Office of Primary Responsibility (OPR). The final steps are on to Classification Division-NGB (Western Center) for review and approval, then back to NGB-HR for issuance. As you can imagine, there can be many twists and turns along the way.

A critical step in the exception PD process is working with management to determine whether there is a “need” for an exception PD. Questions that should be asked in determining whether an exception PD is appropriate are:

Do the changes impact the classification of a position, i.e. title, series, or grade? If the answer is:

YES – an exception PD “may be” appropriate

NO – an amendment/addendum may be appropriate

Is there a “Standardized” PD already developed that is appropriate for the situation? If the answer is:

YES – then an exception PD is not appropriate

NO – then proceed the process

Are the changes unique to New Jersey? If the answer is:

YES – then an Exception PD may be appropriate

NO – then the changes may have a national impact, and if that is the case, NGB Classification Division should be contacted by the State Classifier for further guidance and assistance.

If you have any questions concerning Exception PDs, contact me in HRO-Classification at 609-562-0873.

LABOR RELATIONS

WO2 Mickey McGuire, 562-0857

Labor Relations

Executive Order 13203 -- Revocation of Executive Order 12871 and Presidential Memorandum Concerning Labor-Management Partnerships

On February 17, 2001, President Bush signed Executive Order (E.O.) 13203, which revoked E.O. 12871. E.O. 12871 required the establishment of labor-management partnerships at appropriate levels and directed heads of agencies to bargain over permissive subjects of bargaining covered by section 7106(b)(1), Title 5 of the U.S. Code.

E.O. 13203 revoked E.O. 12871 in its entirety. Among other things, the National Partnership Council was immediately dissolved. The Presidential Memorandum of October 28, 1999, entitled "Reaffirmation of Executive Order 12871 – Labor-Management Partnerships" was also revoked. The Office of Personnel Management and heads of executive agencies were directed to rescind any orders, rules, regulations, guidelines, or policies implementing or enforcing E.O. 12871 or the Presidential Memorandum. Notably, E.O. 13203 does state that "nothing in this order shall abrogate any collective bargaining agreement in effect on the date of this order."

CW2 Mickey R. McGuire
Labor Relations Specialist

